

# Cale Leffler

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## PROFILE

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Proven HR Manager experienced at scaling teams and processes across global, comfortable working cross-functionally.

## CORE SKILLS

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### Talent

Onboarding • Recruitment • Sourcing

### Operations

HRIS (Workday/BambooHR)

### People Practices

Employee Relations • Performance Management • Succession Planning • L&D

### Compliance

Employment Law • Workplace Investigations

## EMPLOYMENT HISTORY

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### HR Business Partner — VonRueden, Hettinger and Ruecker (2015-07-08 - 2016-03-21)

- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Implemented a performance review program which improved engagement scores by 6 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 76 roles across EMEA/US, reducing time-to-hire by 10%.

### HR Manager — Dibbert and Sons (2014-02-18 - 2025-05-05)

- Led recruitment for 108 roles across EMEA/US, reducing time-to-hire by 36%.
- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Implemented a performance review program which improved engagement scores by 19 points.

## ACADEMIC BACKGROUND

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MSc Human Resource Management, Turcotte - Bartell Institute (2015)

## CERTIFICATIONS

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- SHRM-CP
- PHR

## PROJECTS

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**molestiae provident iste** - Seamless resilient intranet <https://pastel-hyena.org/>

**amicitia temptatio** - Networked needs-based intranet

**patior adipiscor vulpes** - Networked scalable toolset